

EXHIBIT 14



June 1, 2023

Neelam Sandhu
[REDACTED]

(Delivered by hand at BlackBerry's San Ramon office)

Dear Neelam,

This is to confirm your acceptance of the role of Chief Marketing & Elite Customer Success Officer.

The terms and conditions of your current Employment Agreement will continue to govern your employment with BlackBerry Corporation ("BlackBerry") except for the following modifications:

1) Employment

- a) Your new position title is Chief Marketing & Elite Customer Success Officer.
- b) You will continue to be employed on a regular full-time basis. Your employment at BlackBerry continues to be "at will."

2. Compensation

- a) There will be no change to your current bi-weekly base salary of \$12,307.69 (\$320,000 annualized), paid bi-weekly, less payroll deductions and required withholdings, deposited to your bank account on record with the payroll department.
- b) Your annual target incentive bonus of \$192,000 will be split into two parts: 50% under Variable Incentive Pay (VIP) Program and 50% on Sales Incentive Pay (SIP) Program.

To confirm in writing your acceptance of your new position, please sign below and return a copy of this document to me by Monday, June 5, 2023.

Thank you for your ongoing dedication and commitment to BlackBerry.

Sincerely,

BlackBerry Corporation

Per: 
Nita C. White-Ivy
Chief Human Resources Officer

Accepted: 

Neelam Sandhu (signature)

06 / 15 / 23

Date

BlackBerry Corporation, 3001 Bishop Drive, Suite 400, San Ramon, CA 94583 Tel: (925) 242-5660

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